

Executive Compensation Plan

- In 2016, a CEO compensation study from QTI recommended a starting wage of \$260,000 with a midpoint of \$338,000. Their sources were a combination of mental health services, skilled nursing facilities, health and human services, community services, LeadingAge, etc. as they could not find an organization similar to NCHC for direct comparison.
- A document of compensation ranges for the entire organization, including Executives, was distributed and reviewed.
- It was noted that a county department head does not have the level of responsibility as the CEO for NCHC i.e. technology, billing, human resources, residency program, etc. along with the magnitude of the organization.
- The Executive Committee will provide the following to the RCA:
 - a detailed compensation range with explanation of philosophy and justification
 - differences between health care and county government
 - an explanation of NCHC's business model and scale of business vs government
 - NCHC mission statement vs traditional government
 - NCHC service delivery model
 - core requirements of Wisc. Statutes 51.42 and current budget
 - explanation of 'other' services that are choices to support the core services which provides a means to be efficient and effective in managing all services (NCHC both manages and provides services where other agencies do not.)
- **Motion**/second, Burgener/Weaver, to forward the compensation plan as approved by the NCCSP Board at the May 2017 meeting. Motion carried unanimously.

Chief Executive Officer Job Description

- Job description provided was developed by Brad Karger, Lance Leonhard, and Chad Billeb.
- Following discussion, the Committee did not agree with the language highlighted in 'red' and recommends striking the additions.
- Committee recommends adding the term 'quasi-governmental health care' in the first line to read: North Central Health Care (NCHC) is a Tri-County *quasi-governmental health care* organization that was formed from three Central Wisconsin Counties – Langlade, Lincoln and Marathon.

Timeline and Process for CEO Selection

- If CEO job description and compensation are approved at the July meeting the search process would begin in August.
- RCA wants final CEO recommendation and county approval by March 2018.
- Do we use an Executive Search firm or do on our own? Too early to determine.

Next Meeting Date

- July 13, 2017, 4:00 p.m. next scheduled Executive Committee meeting
- July 18, 2017, 2:00 p.m. next scheduled RCA meeting
- Agenda will include: revise job description, document describing differences between NCHC and county department

Adjourn

- **Motion**/second, Burgener/Stowe, to adjourn the meeting at 4:13 p.m. Motion carried.